

Freedom of Information Request Reference N^o: FOI 005465-17

I write in connection with your request for information received by Suffolk Constabulary on the 27 June 2017 in which you sought access to the following information:

1. *"In the last four financial years, (2014-15, 2015-16, 2016-17 and 2017-18 so far) how many new police officers have joined your police force? This relates to the date their contract started with your force – including the start of any training period. I.e. **not** necessarily the date whereby they became fully qualified officers on the beat.*
2. *How many of these new officers have now left the force? Please break down by the year they joined.*
3. *Of those who left the force (referred to in the question above), how many were still in the training stages when they dropped out? Please break down by the year they joined.*
4. *Providing you hold this information: Please provide a list of reasons why these new officers chose to leave the police force. For instance, stress, new job offer, reason not known, etc. Please break down by the year they joined the force.*
5. *How many of these new officers (both trainees and new recruits) have been asked to leave the force/fired? I.e. were forced to leave, and did not leave of their own accord. For example, faced disciplinary action, failed a fitness test, failed the training, etc. Please break down by the year they were recruited, and the reason why they were asked to leave.*
6. *Approximately how much money (on average) does it take to recruit and train one new police officer, including their annual salary?"*

Response to your Request

The response provided below is correct as of 27 June 2017

Suffolk Constabulary has considered your request for information and the response is below.

1. The total number of police officers who joined the Constabularies is as follows:

Joiners	Norfolk	Suffolk
2014/15	90	3
2015/16	26	15
2016/17	80	76
2017/18	24	26

2. The total number of new police officers who have now left the force, is as follows:

Leavers	Norfolk	Suffolk
----------------	----------------	----------------

2014/15	6	1
2015/16	2	2
2016/17	6	2
2017/18	0	0

3. The total number of leavers that were in training, is as follows:

Joiners	Norfolk	Suffolk
2014/15	2	1
2015/16	2	2
2016/17	6	2
2017/18	0	0

4. The reason for the individuals leaving, is recorded as follows:

Norfolk	2014/15	2015/16	2016/17	2017/18
Voluntary Resignation - Other	3	2	4	0
Transfer - Other Home Office	3	0	1	0
Transfer to another Force - Other Job	0	0	1	0

Suffolk	2014/15	2015/16	2016/17	2017/18
Voluntary Resignation - Other	1	2	2	0
Transfer - Other Home Office	0	0	0	0
Transfer to another Force - Other Job	0	0	0	0

5. None of the leavers were asked to leave.
6. The starting salary of a police officer as of 1 September 2016 is £22,895, however your starting pay point may vary if:
- You have a relevant policing qualification
 - You were, prior to joining, a Special Constable who was deemed to be safe and lawful
 - You were, prior to joining, a PCSO who had been in role for 18 months

Should you have any further queries concerning this request, please contact Clair Pack, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;



<http://www.opsi.gov.uk/>

Suffolk Constabulary is not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.



Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask Suffolk Constabulary to review their decision.

Ask Suffolk Constabulary to look at the decision again.

If you are dissatisfied with the decision made by Suffolk Constabulary under the Freedom of Information Act (2000), regarding access to information, you must notify Suffolk Constabulary that you are requesting a review within 20 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.pnn.police.uk*

In all possible circumstances Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700